



JOB SATISFACTION AMONG WOMEN TEACHERS IN HIGHER EDUCATION IN MANIPUR

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ABSTRACT

The motivation to investigate degree of job satisfaction arises from the fact that a better understanding of teachers is the desirable to achieve a higher level of motivation which is directly associated with student achieved. Since, women play a very crucial role in the development of society and education at all levels. The present study is attempted to study the job satisfaction among women teacher in higher education of Manipur. **Objective of the study:** To study the age group and qualification of women teachers working in Government Colleges and Manipur University in Manipur and also analyse the comparison of Government Colleges and Manipur University women teachers in respect of working hour and job satisfaction. **Method:** The present study adopted a normative survey method. The data were collected through Teacher Job Satisfaction Scale (TJSS) standardized by MMLB (Mubar Mudgil Bhatia 2012). **Results:** It can be concluded that the women teachers working in Manipur University has more job satisfaction and working hour than of the women teachers working in Government Colleges in Manipur.

KEYWORDS: Job satisfaction, working hour, age, qualification, women teacher, higher education.

INTRODUCTION:

The term 'job satisfaction' refers to the perceived feelings of an employee towards his/her job. It is a psychological feeling and has rational and emotional Abstract: Teachers are the key model of any Educational Institution. As it is well known fact that in the changing world of today the role of the teacher assumes special significance since teacher is instrumental more than anybody else in helping the younger generation to imbibe the right values, skills and attitude necessary to cope with the world of tomorrow. The role of the teacher in the educational process is always challenging and dynamic so he/she must be fit by body, mind and soul. It is the attitude one has towards his or her job. Stated another way, it is one's effective response to the job. Job satisfaction in a narrow sense means attitudes related to the job. It is concerned with such specific factors has wages, supervision, steadiness of employment, conditions of work, social relation of the job, prompt settlement of grievances, fair treatment of employer and other similar items. Job satisfaction is related to different Socio-economic and personal factors, such as: Age, type of family, marital status, Working Environment, duration of work etc.

Job satisfaction, being global aspect is affected by a large array of variables such as salary, age, experience, primary and secondary needs, opportunities for advancement, congenial working conditions, competent and fair supervision, degree of participation in goal setting, and perception of the employees. Job satisfaction is presumed to wield considerable influence on job performance. One of the most pivotal variables in any organization is the job satisfaction. A man/women is a congenial worker and never works in a vacuum. A large number of factors determine his/her satisfaction and this influences to a great extent the quality and quantity of the output. An individual's functioning in an organization is affected by the totality of his/her job satisfaction is, therefore, the 'Zest' displayed by an employee contingent on his adjustment in personal, social and work life.

It is necessary for good academic environment that teachers who are imparting education must enjoy at least a reasonable amount of Job Satisfaction. Teachers, have always been held in esteem as 'Nation Builders'. Moreover, the teachers in colleges as well as universities send up young students as finished products in the shape of degree holders in different categories of subjects. This product needs to be prepared by good and satisfied teachers, because only such teachers can produce good citizens who will contribute in the economic, social, cultural, political and other fields of the nation. The low job satisfied teachers may lead to worse education. The level of job satisfaction of college teacher is different from university teacher.

Job satisfaction is a general attitude which is the result of many specific attitudes in three areas, namely (i) specific job factors; (ii) individual characteristics; and (iii) group relationship outside the job. These factors can never be isolated from each other for analysis. The approach which since to be opted is that job satisfaction is the favourableness or unfavourableness with which employees view their works. It results when job requirements suit to the wants and expectation of the employees. However, a more comprehensive approach requires that many additional factors be included before a complete understanding of job satisfaction can be obtained. Such factors such as; the employee's age, health, temperament, desires and level of aspiration should be considered. Further, his family relation-

ships, social status, recreational outlets, activity in organizational labour-political or purely social, contribute ultimately to the job satisfaction. Job satisfaction is an elusive, even mythical, concept that has been increasingly challenged and refined particularly since the Herzberg, Mauser and Synderman study in 1959. The most important information to have regarding an employee in an institution is a validated measure of his/her level of job satisfaction (Roznowski and Hulin, 1992). A better understanding of job satisfaction and factors associated with it helps top level management in educational institutions guide employees' activities in a desired direction. The morale of employees is a deciding factor in the institution's efficiency (Chaudhary and Banerjee, 2004).

OBJECTIVE OF THE STUDY:

The present study aim at investigating the job satisfaction of Government Colleges and Manipur University women teachers in Manipur.

1. To study the age group and qualification of women teachers working in Government Colleges and Manipur University in Manipur.
2. To analyse the comparison of Government Colleges and Manipur University women teachers in respect of working hour and job satisfaction.

METHODOLOGY:

The present study adopted a normative survey method. The study based on both primary and secondary data for thorough and comprehensive study.

Tool:

The present study attempt is made to identify the underlying factors of job satisfaction based on a survey tool developed by MMLB (Mubar Mudgil Bhatia 2012) "Teacher Job Satisfaction Scale (TJSS)".

Population size:

The population of the present study is focuses of full-time women teachers from 28 Government Colleges and Manipur University in Manipur.

Sample:

The present study adopted random sampling and the sample comprised of 90 women teachers from Government Colleges (55) and Manipur University (35) in Manipur.

Data Analysis:

The data of the present study were analyzed by using statistical techniques i.e. percentage and t-test:

RESULT AND DISCUSSION:

In the present study, the investigator has divided two parts in the analysis and interpretation of the data i.e. percentage and t-test:

Table 1
Age group of Women Teachers in Higher Education of Manipur

Category	Frequency	%
25- 35 years	13	14.4
36- 45 years	26	28.9
46 – 55 years	31	34.4
56 – 65 years	20	22.2
Total	90	100

Source: Primary data

Table 1 depicts that 34.4 percent in the age group of 46-55 years are the highest number of women teachers working in the government colleges and university in Manipur while 14.4 percent in the age group of 25-35 years are the lowest. The table also shows that 28.9 percent in the age group of 36-45 years while 22.2 percent in the age group of 56-65 years.

Table 2
Qualification of Women Teachers in Higher Education of Manipur

Category	Frequency	%
MA/M.Sc.	23	25.6
MA/M.Sc. + Ph.D.	49	54.4
MA/M.Sc.+ M.Phil.	11	12.2
MA/M.Sc. + M.Phil. + Ph.D.	2	2.2
MA/M.Sc. +Ph.D. + B.Ed./M.Ed.	4	4.4
MA/M.Sc. + B.Ed./M.Ed.	1	1.1
Total	90	100

Source: Primary data

The table 2 shows that out of 90 women teachers, 54.4 percent of women teachers had the qualification of MA/M.Sc. with Ph.D. while 25.6 percent were MA/M.Sc and MA/M.Sc. with M.Phil was 12.2. The result also shows that 4.4 per cent of women teachers were MA/M.Sc., Ph.D., B.Ed/M.Ed while 2.2 percent were MA/M.Sc., M.Phil., Ph.D. and only 1.1 percent of the teachers were MA/M.Sc., B.Ed./M.Ed.

Table 3
Comparison of Government Colleges and Manipur University women teachers in respect of Working Hour level

Variable	Government Colleges		Manipur University		't' Value	Degree of freedom	Level of significance
	N= 55		N=35				
Working Hour	Mean	SD	Mean	SD			
	246	21.12	250	18.76	2.65	88	Sig. 0.01

Table 3 reflects that the level of significance in comparison of Government College and Manipur University women teachers in respect of working hour is sig. at 0.01 levels. The result means that University teachers are more satisfied regarding their nature of work and working hours as compared with College teachers because all the government colleges in Manipur has lack of infra-structures and facilities provided in the campus etc.

Table 4
Comparison of Government Colleges and Manipur University women teachers in respect of Job Satisfaction level

Variable	Government Colleges		Manipur University		't' Value	Degree of freedom	Level of significance
	N= 55		N=35				
Job Satisfaction	Mean	SD	Mean	SD	1.51	88	Not Sig.
	262.43	16.87	268.45	20.72			

Table 4 reveals that the comparison of Government College and Manipur University women teachers in respect of job satisfaction i.e. t-value is 1.51 and Degree of Freedom is 88. The result means that the level of significance in respect of job satisfaction is not sig. It means that Government College teachers have more number of classes as compared to Manipur University teachers. The main reason is due to shortage of faculty members in all the departments of Government Colleges in Manipur.

CONCLUSION:

It can be concluded that the highest number of women teachers working in the Government Colleges and Manipur University in Manipur was in the age group

of 46-55 years and 54.4 percent had the qualification of MA/M.Sc. with Ph.D. The present study can also be concluded that Manipur University teachers has more satisfied with their nature of working, job, infrastructures, facilities provided in the campus than Government College teachers. But, Government College teachers are taking more classes due to shortage of faculty members in all the colleges in Manipur.

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